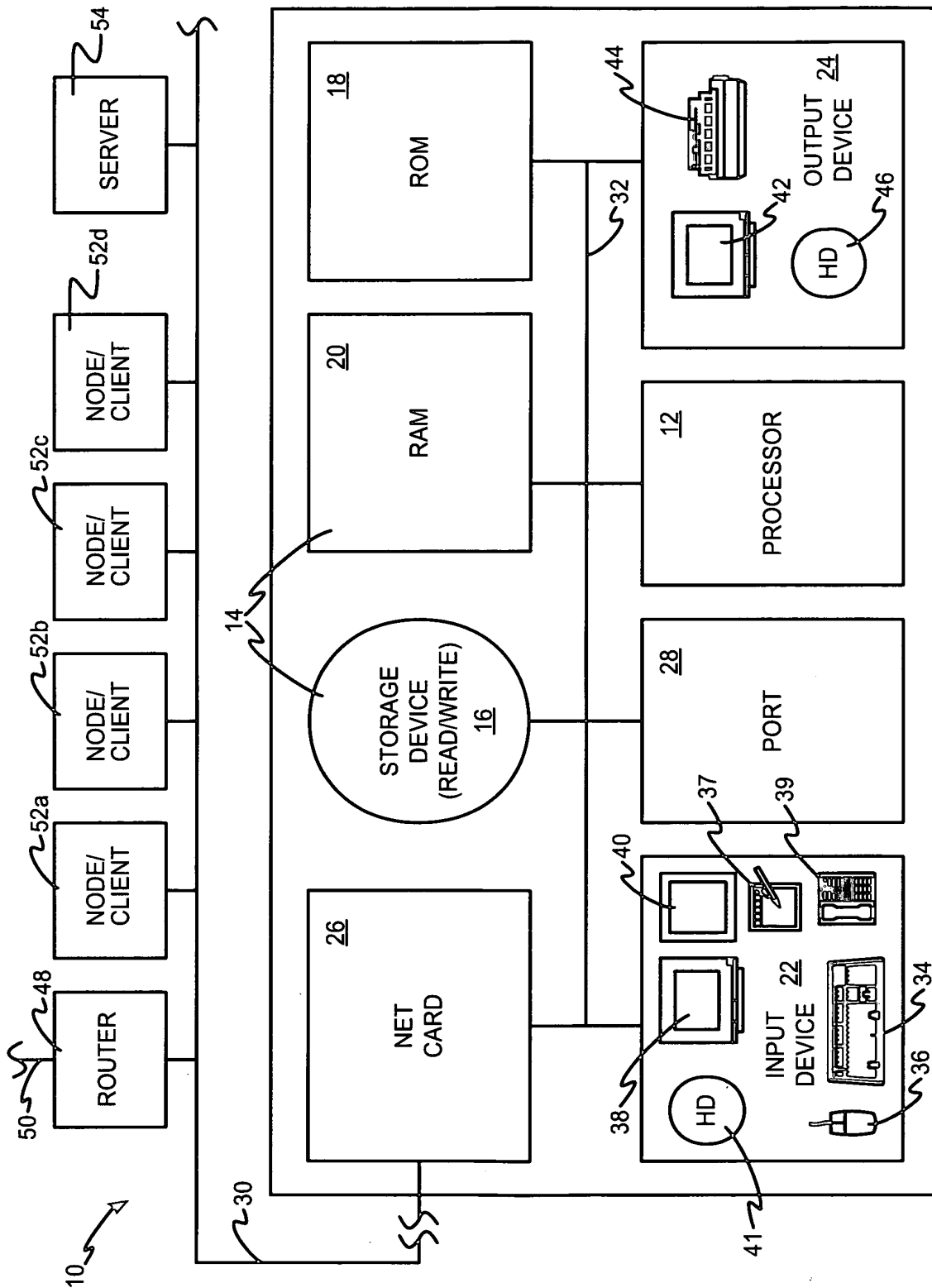




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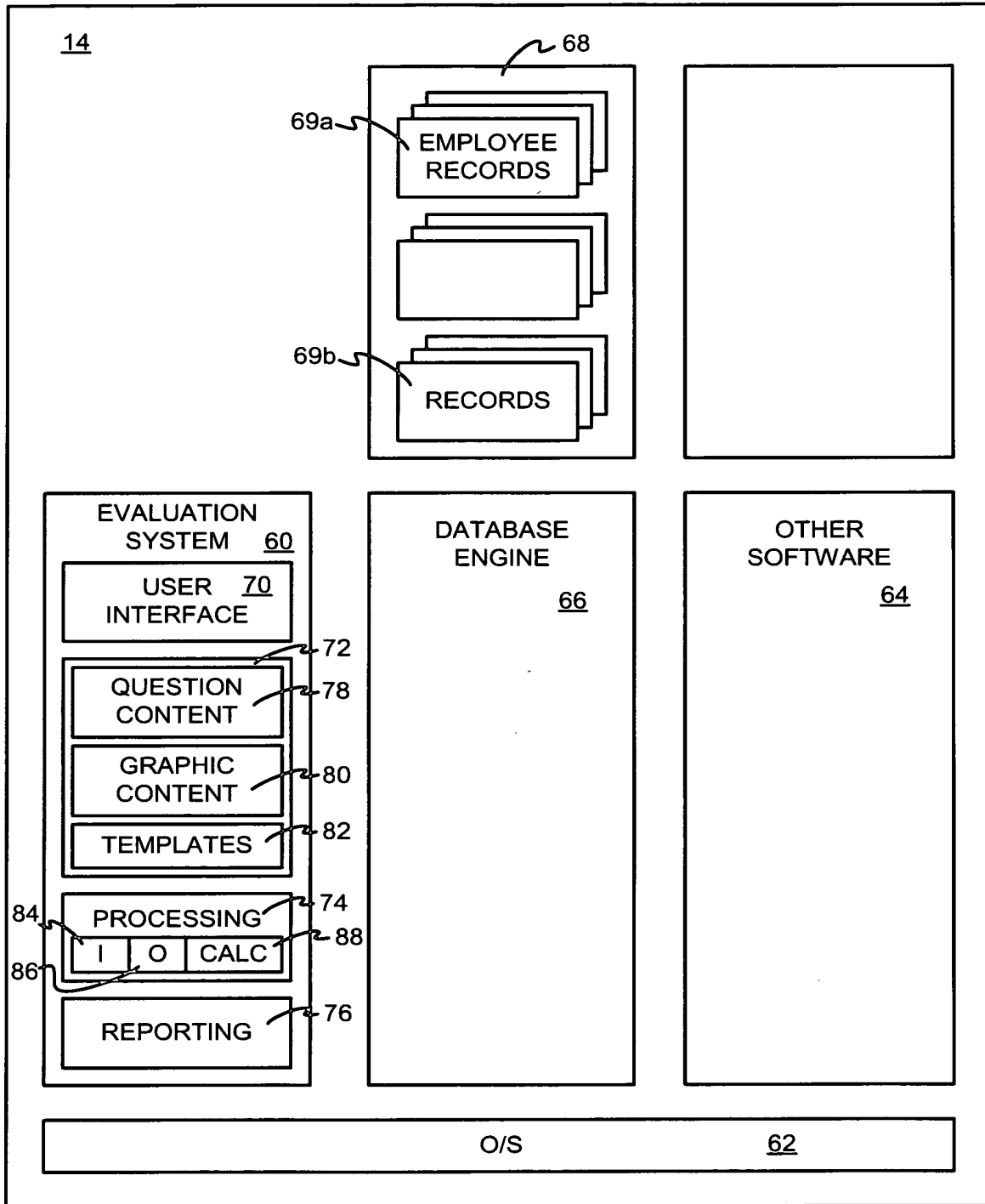
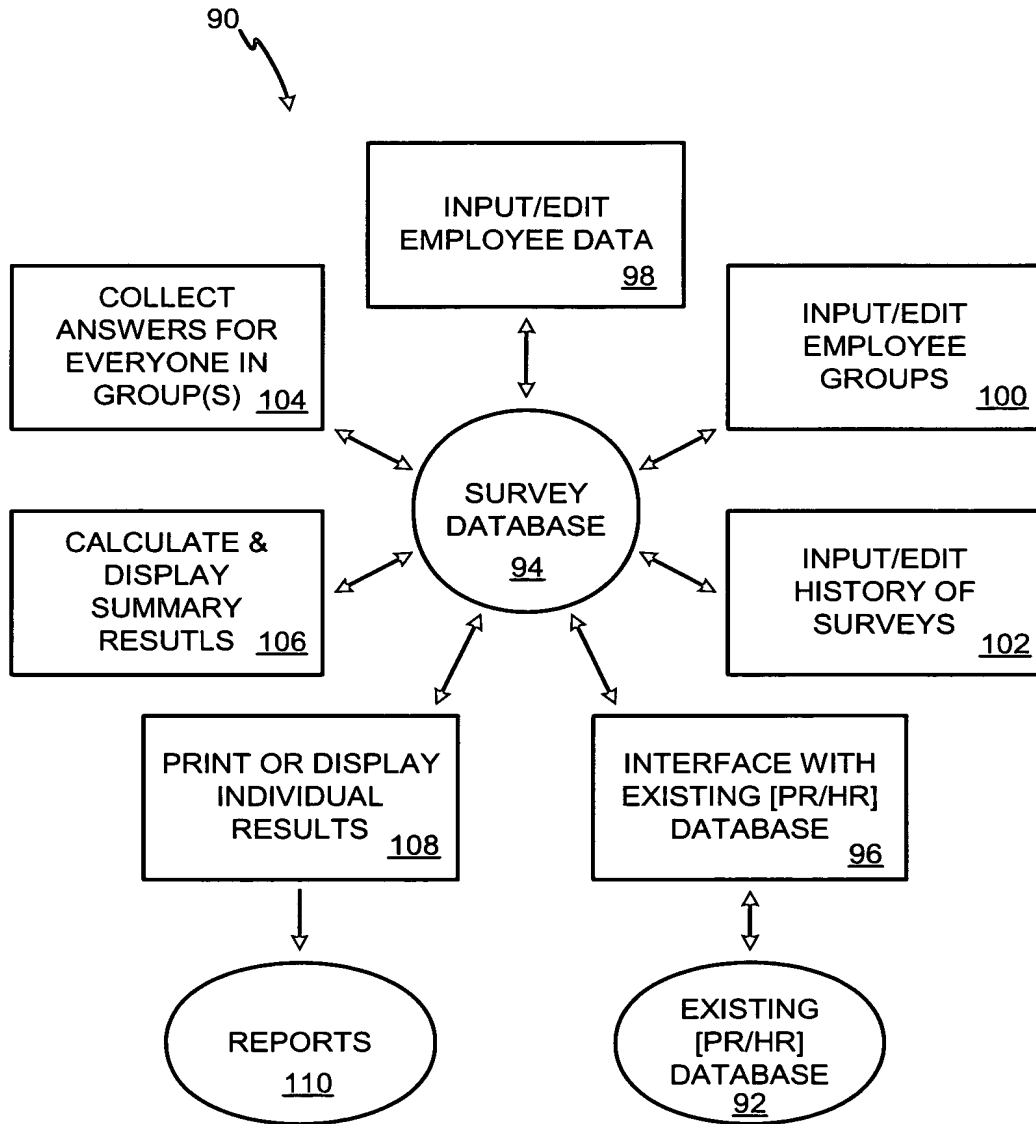


FIG. 2

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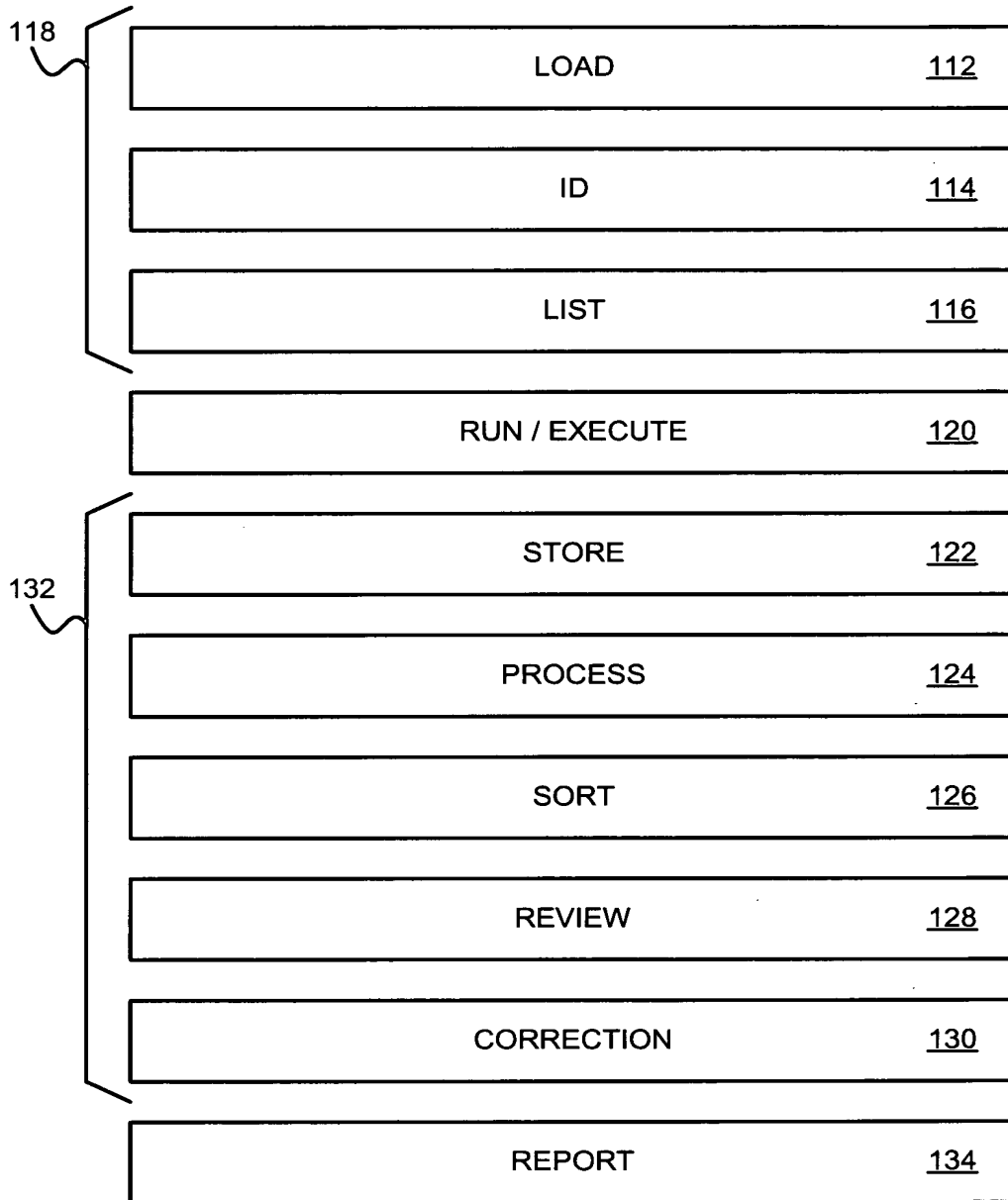


FIG. 4

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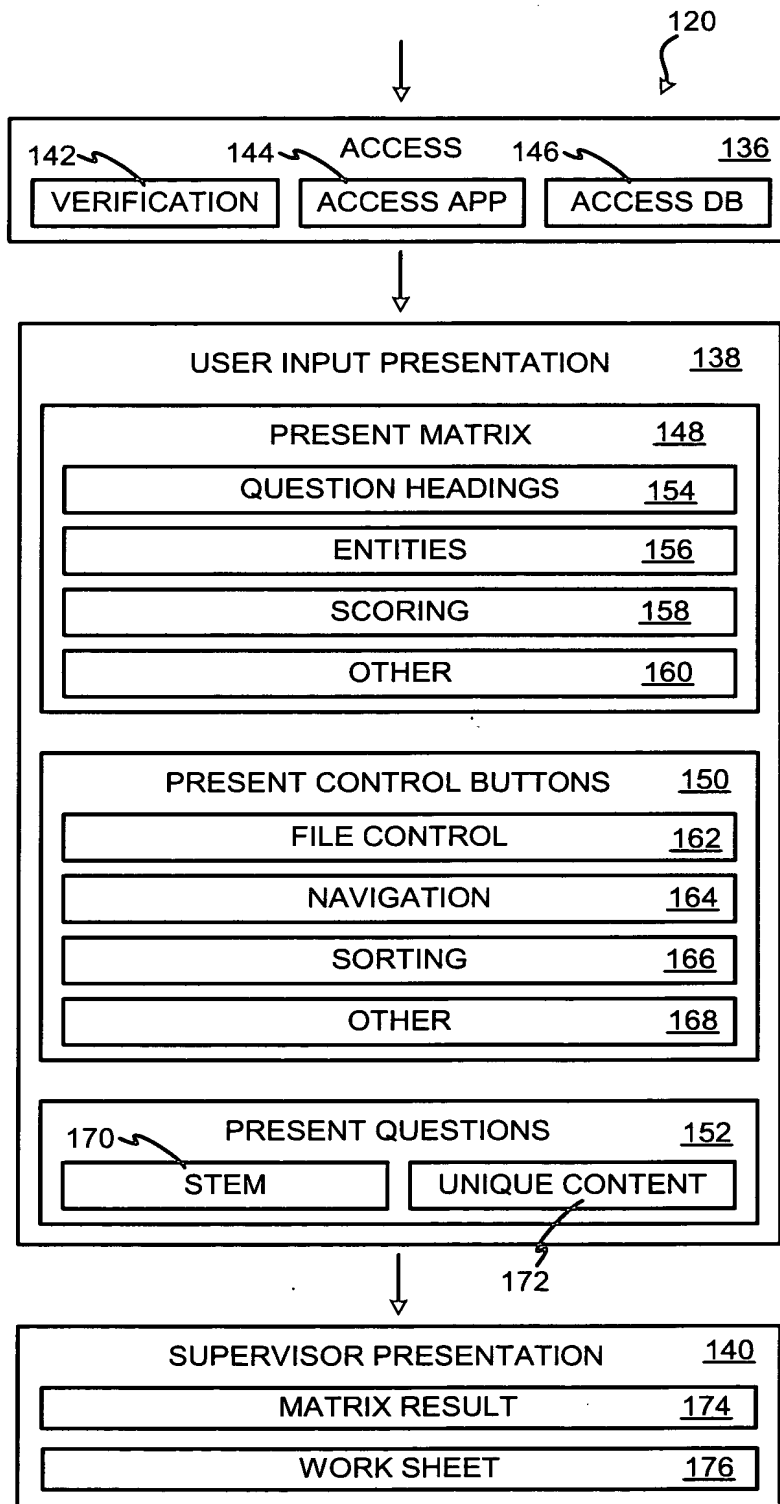


FIG. 5

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Evaluation date: 6/30/2003

Welcome!

This evaluation is carefully designed to help us all survive and thrive in changing times, so objectivity and cooperation are critically important. People are the number-one factor in any success! This evaluation will help improve our sense of reality and our focus on key success factors. There are only nine questions, and they apply equally to every job descriptions.

Each question asks for a source and an optional comment for people on your list, those with whom you work, including yourself, peers, subordinates, and superiors. Score everyone together on the same question before moving on to the next question. You can change your scores later, if needed, but please answer each question without regard to the other questions. Add comments for each person and for each score whenever possible, but always comment on exceptionally high or low scores.

For each question, pick the best person from your list and give them the maximum ten (10) points-then compare everyone else on your list to that "best" person, using a zero-to-ten scale: zero means they made no positive contribution; five means they contributed about half as much as the "best" person for the same question; and 7.5 means 75% of the "best." Try to avoid tie scores for any given questions.

Comments will be shared only anonymously, so it is most important to make them constructive. Scores will also be shared anonymously, but only as part of an aggregate calculation or summary. For accountability, authorized employees will see your answers, except your answers about themselves.

Please enter the employee ID for the evaluator or evaluatee and the appropriate password.

Employee ID:

Password:

FIG. 6

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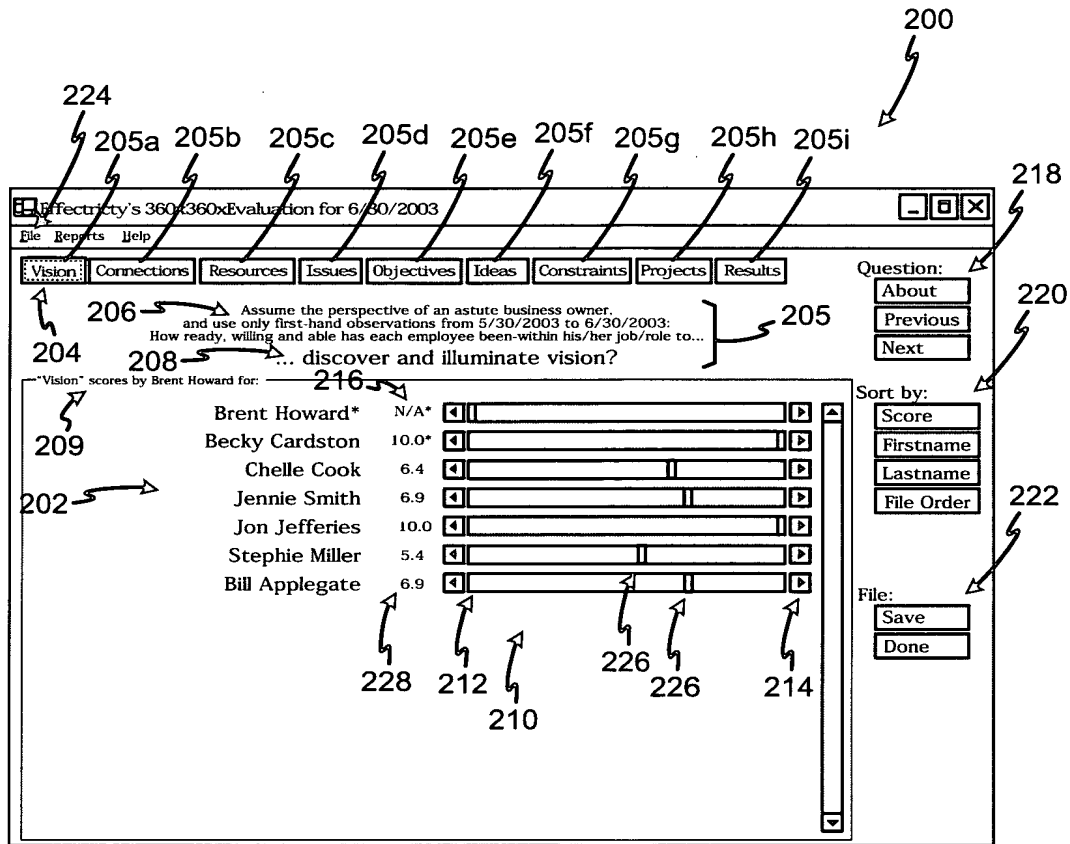


FIG. 7

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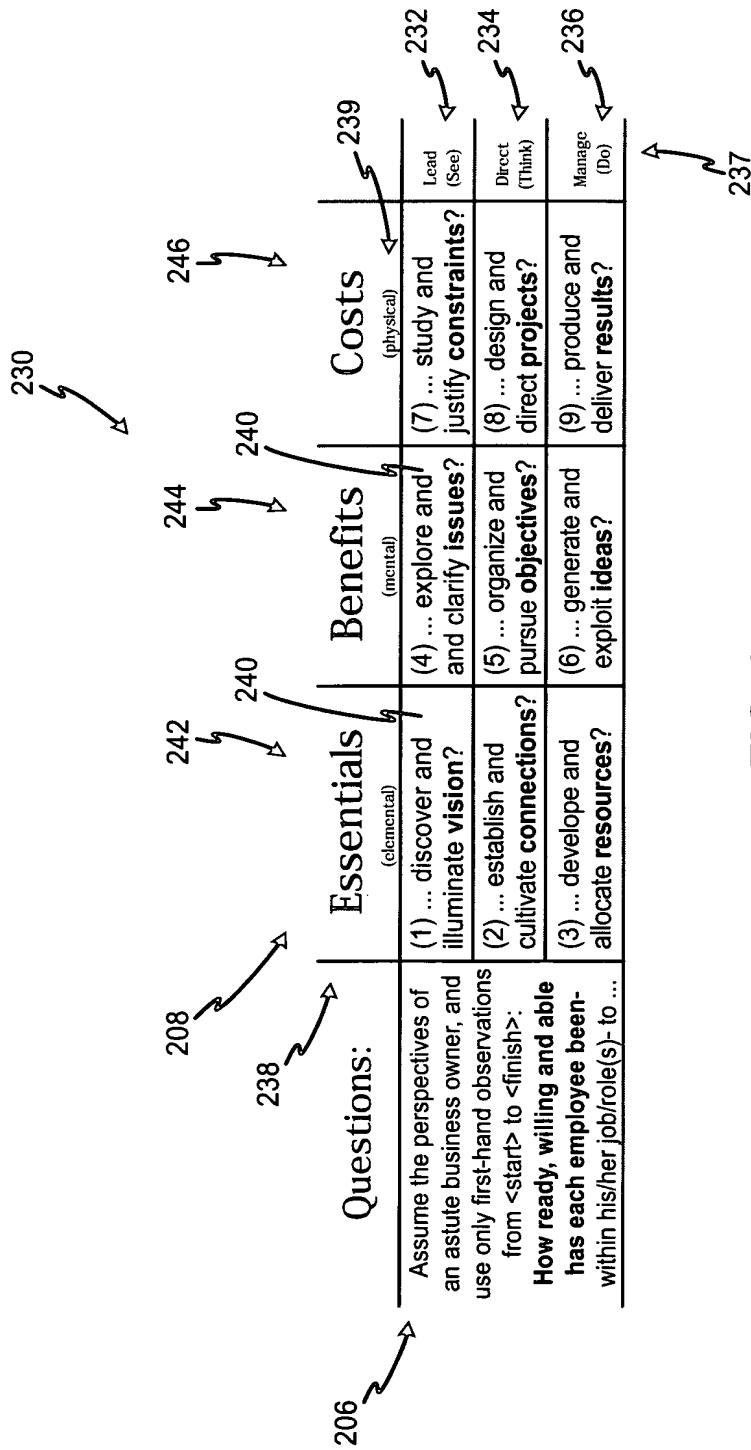


FIG. 8

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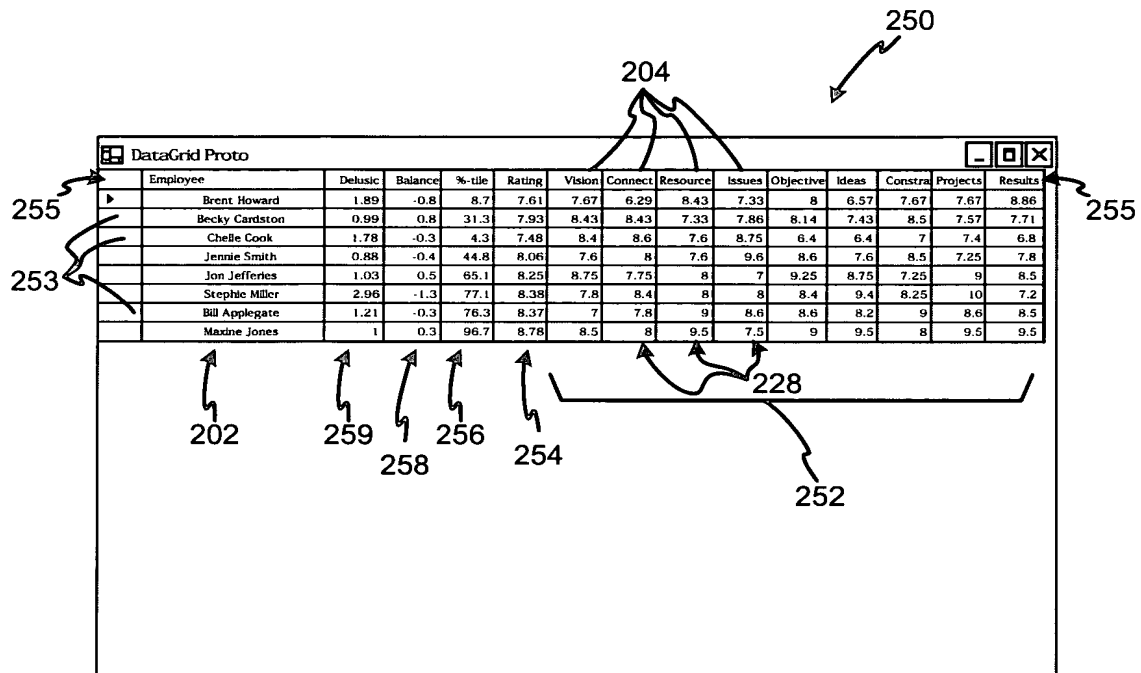


FIG. 9

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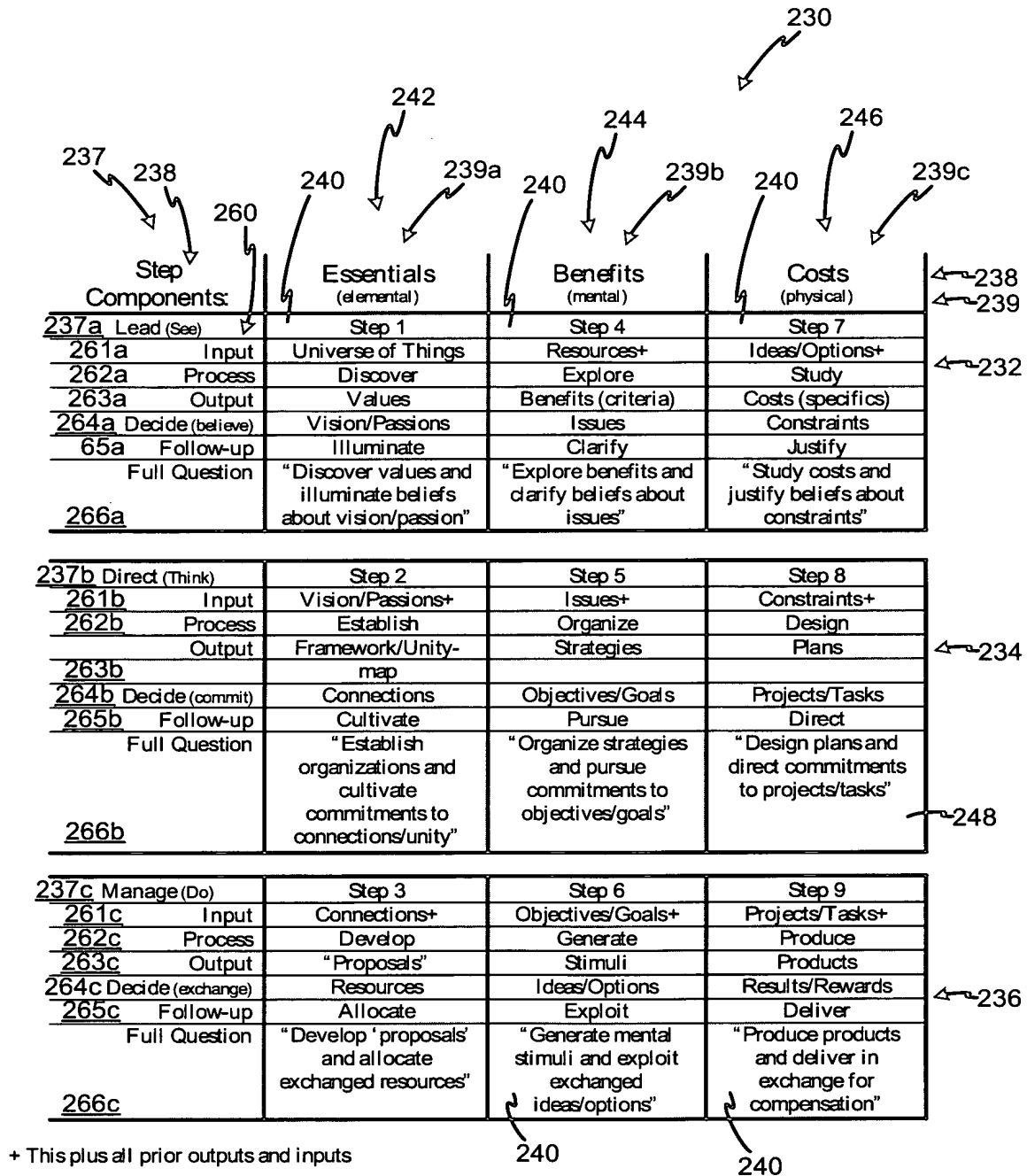



FIG. 10

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SEE <u>238a</u>	THINK <u>238b</u>	DO <u>238c</u>
CONTENT <u>267a</u>	CONTEXT <u>267b</u>	PROCESS <u>267c</u>
SURVEY <u>268a</u>	ORGANIZE <u>268b</u>	PROPOSE <u>268c</u>
LEAD <u>237a</u>	DIRECT <u>237b</u>	MANAGE <u>237c</u>
SENSE FACTS <u>269a</u>	LINK FACTS <u>269b</u>	EVALUATE <u>269c</u>
ELEMENTAL <u>239a</u>	MENTAL <u>239b</u>	PHYSICAL <u>239c</u>

FIG. 11

[illegible]

FIG. 12

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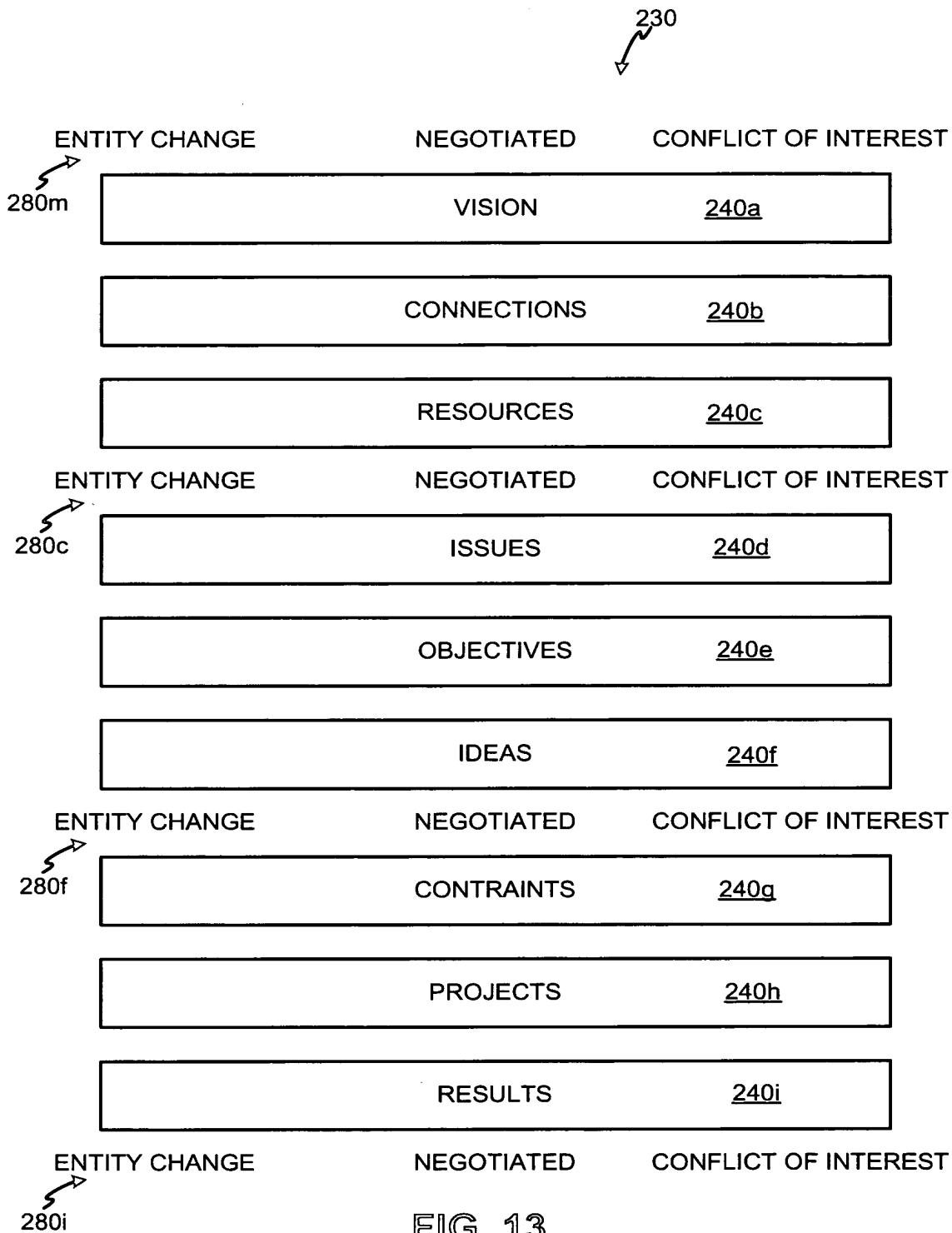
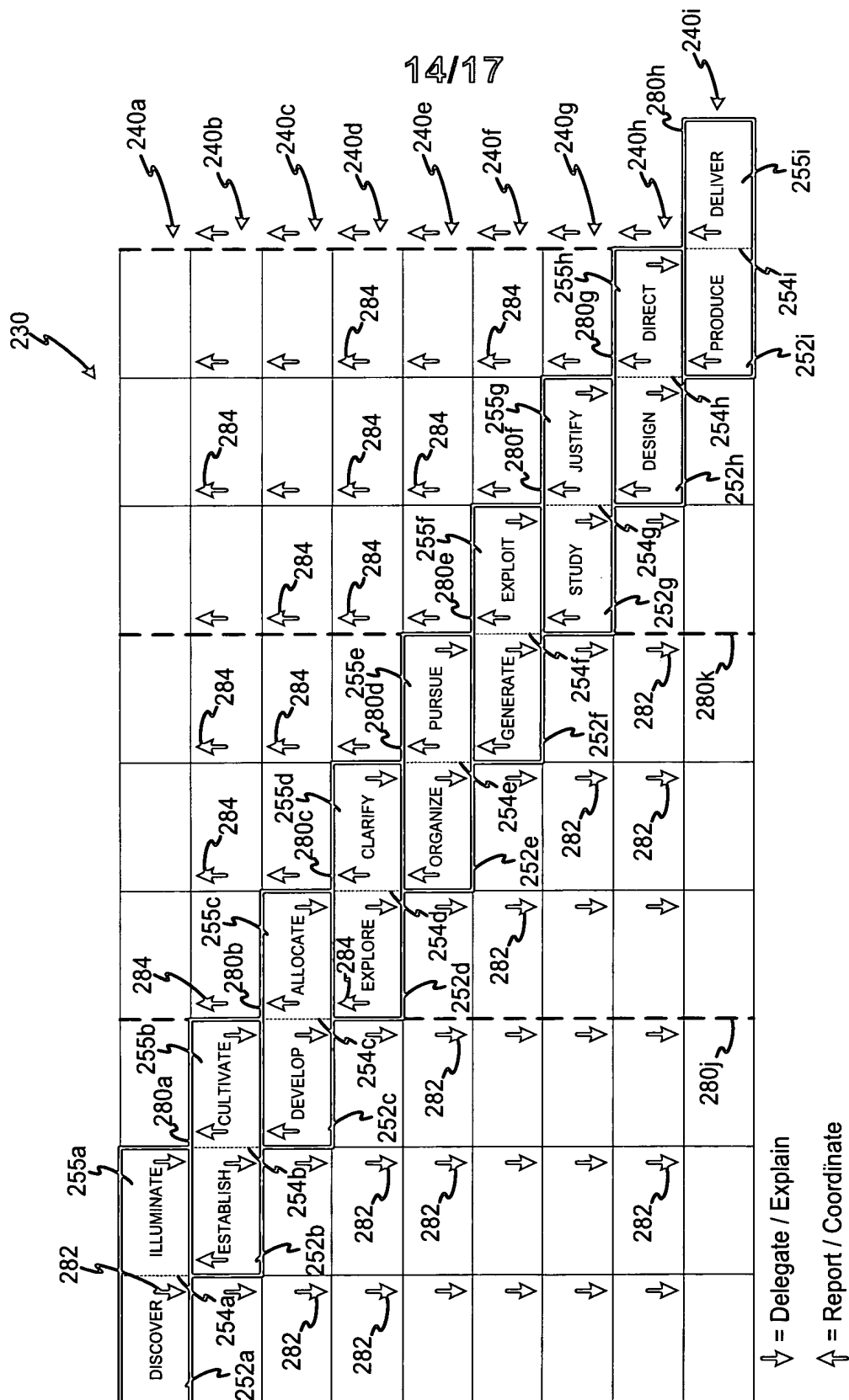


FIG. 13



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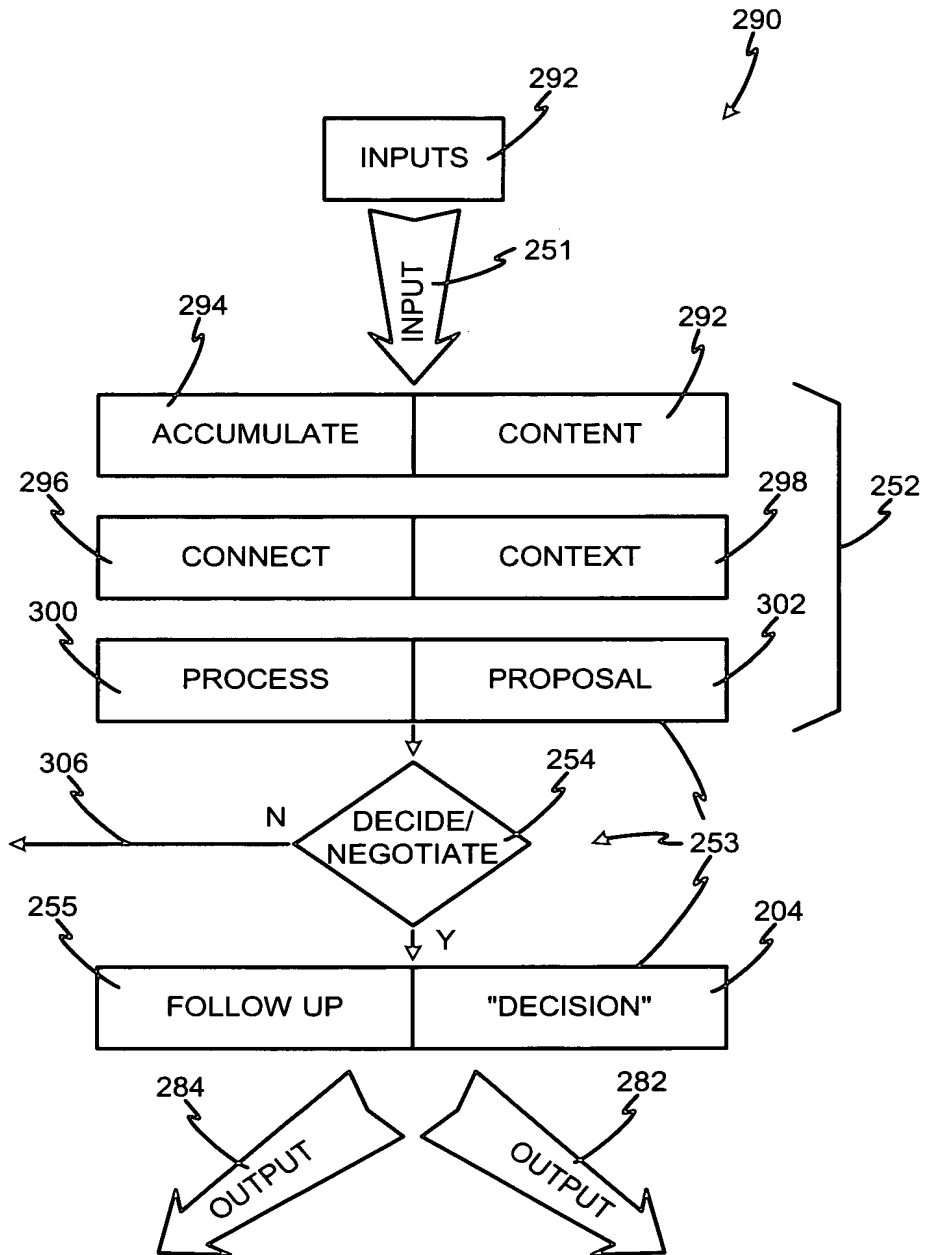


FIG. 15

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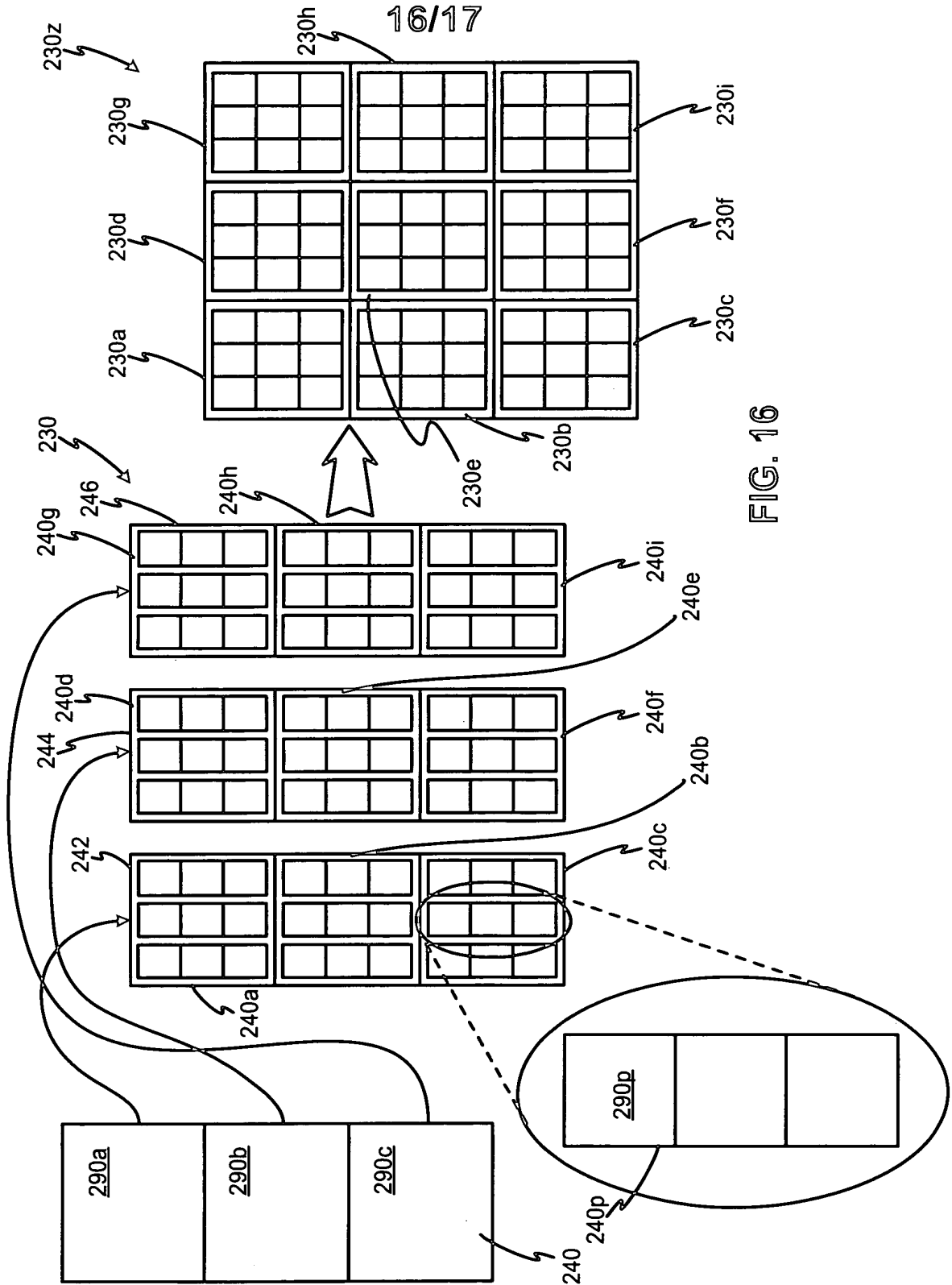


FIG. 16

FIG. 17

